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VOL. XI.

JUNE 7, 1918

NO. 14

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

Inside Service Memorial.
The War Bonus.
Service War News.
The Honour Roll.
Federation Letter to Members of Parliament.
A "Lemon" for the Patronage Mongers.
Senate Amendments to Bill No. 53.
Women's Column.
The Postal Journal.

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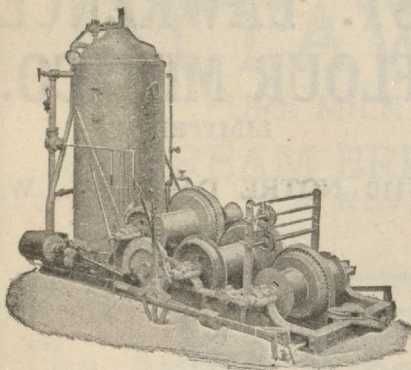
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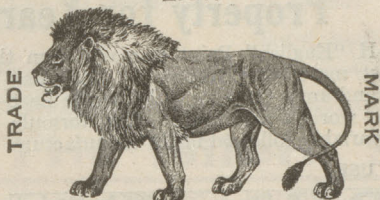
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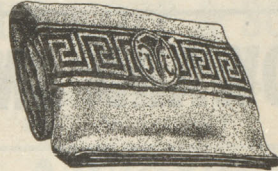
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THE CIVILIAN

VOL. XI.

JUNE 7, 1918.

No. 4

MEMORIAL

on Behalf of the Inside Civil Service Regarding Immediate Financial Relief to Meet the Increase in the Cost of Living

(This memorial is reproduced at this time in order that the members of the Inside Service may know that the officers of their Association did all that was humanly possible on their behalf.)

The Civil Service Association of Ottawa beg leave to submit for the consideration of the Government the appeal contained herein for some measure of financial relief to the Inside Service at Ottawa.

While the Civil Service Bill, No. 53, of the present session was in course of preparation, and before its provisions were made public, the Service, generally, entertained the hope and expectation that the salary schedules would be so framed as to afford a measure of relief in order to enable them to meet, at least to some extent, the inordinate increase in the cost of living. Much disappointment was caused when it was found that the figures of the schedules of 1908 had been practically adhered to, and, further, that the proposed schedule would not become effective until the reorganization of the Inside Service had been effected under Section 10 of the Bill, which will involve a delay of at least one year before such relief (if any) as the schedule may afford can be realized.

Under the circumstances the Association has authorized its officers to ask the Government to provide during the present session for a "cost of living bonus," to enable them to meet their present pressing needs and to afford them a measure of relief until such time as the proposed schedule becomes effective.

Figures furnished by the Department of Labour show that the cost of living in Canada has increased 50 per cent in the last four years (1914-1917) and 100 per cent since

1909, when the present salary schedules of the Inside Service first became effective.

This means that the purchasing power of the dollar has been reduced by 25 per cent and 50 per cent during those respective periods, or, in other words, that a person spending \$100 per month in 1914 would, to live on the same plane in 1918, have to spend \$150, and one spending \$100 per month in 1909 would have to spend \$200 in 1918.

This in the case of a fixed salary of \$100 per month would, of course, be an impossibility, with the result that the only alternative left would be to reduce the expenditure, if possible, from 25 to 50 per cent. The discomfort and hardship, and even suffering, resulting from such a course, especially when the obtaining of the necessities of life are involved, need not be enlarged upon here.

It may be claimed that Civil Service salaries are not stationary, owing to the receipt of annual increases. While not admitting that such annual increases were ever given for the purpose of offsetting any increase in the cost of living, it may be admitted that under the present circumstances they do afford some measure of relief to those who receive them. There are, however, many in the Service who have been for some years at the maximum of their grades and have not, therefore, had even such measure of relief. But, at the best, the relief thus afforded, is not in any sense commensurate with the increased cost of living.

A fairly accurate calculation of the percentage of increases in salaries in the Inside Service during the last four years, resulting from the receipt of annual increases, shows an average of about 23 per cent in the Third Division (\$600-1,200) and of about 15 per cent in the Second Division and "B" of the First Division (\$1,000-2,000), or an average increase of 19 per cent in all salaries from \$600 to \$2,800. Compared with an increase of 50 per cent in the cost of living during the same period, this goes to show that, notwithstanding the annual increases, the position of those in the Third Division is worse to-day than it was four years ago by 27 per cent, and of those in the Second Division and "B" of the First Division by 35 per cent, which practically means that the salaries of all employees in the Service within the limits mentioned have been reduced, during the last four years, by 31 per cent, *notwithstanding the annual increases given.*

Under these circumstances we think it not unreasonable to ask that a cost of living allowance or bonus of \$200 be given for the current year to all permanent employees in the Inside Service receiving \$2,800 or less. On a percentage basis this amount represents a bonus of $33\frac{1}{3}$ per cent on the lowest salary and of 7 per cent on the highest, or an average all through of about 15 per cent. If this 15 per cent increase for the year be added to the 19 per cent increase resulting from the annual increases received during the past four years it gives a total average increase of 34 per cent, or still 16 per cent below the percentage increase in the cost of living.

That salaries and wages in commercial and industrial occupations have been advanced frequently during the last four years is a well known fact. Official figures show that the percentage of such increases run from 20 per cent to 40 per cent, and even 50 per cent.

In a similar memorial presented by the Outside Service, attention was drawn to the proposals of the United States Government in regard to the granting of financial relief to the Civil Service in that country during the present year. Without going into particulars it is sufficient to state that the total amount involved for the fiscal year in grant-

ing such increases is no less a sum than \$66,000,000, and the nature of the relief consists largely of permanent increases in the salaries.

In the granting of such relief they appear to have limited it to those receiving \$2,000 per annum, or less. We are asking that those receiving up to \$2,800 be included, for the reasons:

1. That by the Civil Service Amendment Act of 1917 special relief in one form or another was given to all employees of the Inside Service receiving \$2,000 or less; and,
2. Owing to the proposed amendments to the Federal Income Tax Act, the salaries of all employees in Subdivision "B" of the First Division will be taxable this year. As the bulk of these employees are married men with families, this will be an added burden to them.

We do not deem it necessary to enlarge any further upon this subject. The trials and hardships which existing conditions have brought upon the salaried class, especially, are recognized by everyone. We trust that the Government will recognize the need of immediate action of some kind in this matter.

Respectfully submitted by the Civil Service Association of Ottawa on behalf of the members of the Inside Service.

(Sgd.) E. F. DRAKE,
Vice-President.
(Sgd.) E. LISLE,
Secretary.

Ottawa, May 10th, 1918.

HONOURED BY THE KING.

Three civil servants were honored by the King on his birthday for their services in civil capacities.

Ernest Frederick Jarvis, Assistant Deputy Minister of Militia and Defence, and Francis K. Bennetts, Assistant Clerk of the Privy Council, two civil veterans who have done hard and efficient service during the war, are awarded the decoration of the Imperial Service Order.

Austin E. Blount, Clerk of the Senate, is made a C.M.G.

THE WAR BONUS

As noted in the last issue of *The Civilian*, the Executive of the Federation acted promptly in regard to approaching the Government with reference to the wording of the \$3,000,000 vote in the Supplementary Estimates. The Federation representatives were splendidly received by the Ministers concerned. The immediate object was to have a change made in the date fixed for the deduction of salary increases from the bonus. The Federation delegation first suggested January 1st, 1918, instead of January 1st, 1917, and afterwards expressed the hope that the Government would see its way clear to grant the full benefit of the bonus by deducting increases granted after April 1st, 1918 only. That this latter date was fixed when the vote was finally passed in the House of Commons will be fully appreciated by the Service throughout Canada. As the Supplementary Estimates contained no allowance for the Inside Service, the Federation officials put in a word on behalf of the messengers, packers and sorters, who are on a maximum salary of \$1,000. An item to provide for this class was also included in the final vote. The Federation officials speak in the highest terms of the courtesy and sympathetic amenability of the Honourable Mr. Maclean, Acting Minister of Finance, who represented the Government in the conversations with the representatives of the Federation.

The vote as finally passed reads as follows:

Provisional allowance (except in the case of lighthouse keepers) for married men and for widowers and widows, with children, in the Outside Service, and also when deemed advisable by the Governor in Council for unmarried persons in the Outside Service with dependents and for married persons and unmarried persons with dependents of the Inside Service of the rank of messengers, packers and sorters, who are employed permanently and are giving their entire time to the public service, such allowance to be made on the following basis:

- (a) To each such person in receipt of a salary at the rate of \$1,200 per annum or less, an allowance of \$150 less any permanent increase in salary given to such person since April 1st, 1918, provided, however, the total salary and allowance shall not in any case exceed \$1,300;
- (b) To each such person in receipt of a salary at the rate of more than \$1,200, but not more than \$1,550 per annum, an allowance of \$100, less any permanent increase in salary given to such person since April 1st, 1918, provided, however, the total salary and allowance shall not in any case exceed \$1,600\$3,000,000.00

The personnel of the Ottawa members of the Executive of the Civil Service Federation of Canada who have been so successfully carrying on the business of the Civil Service with the Government during the past six months is as follows: Walter Todd, President; F. Grierson, Secretary-Treasurer; L. D. Burling, Assistant Secretary; T. T. Hawkins, Organizing Secretary, and W. J. Cantwell, T. H. Burns, M. J. O'Connor and F. Kehoe. They have been assisted from time to time by the officers of the C. S. Association of Ottawa, Messrs. E. F. Drake, A. DeB. Tremaine and E. Lisle.

OUR DECORATIONS WON.

How Lieut. Alexander Watson Gregory (Public Works, Ottawa) won his Military Cross is told in the following extract from Orders:

For conspicuous gallantry and devotion to duty. As transport officer he was in charge of convoys bringing up water and rations to the forward area. The routes of approach were being heavily shelled, but this officer, by his coolness and judgment, brought his party through without a casualty. At all times, under the most trying conditions, he has set a splendid example to the men under him.

Private Richard J. Seed, formerly well known in Ottawa as a Dominion Police constable, and who went overseas with the 207th Battalion, transferring to the 21st, has been awarded the Distinguished Conduct Medal. He is now in hospital, still suffering from serious wounds in the right hand and in the leg, sustained some time ago. The Order awarding his decoration says:

For conspicuous gallantry and devotion to duty in a raid on the enemy's trenches. Though attacked with hand grenades, he rushed the enemy, and accounted for five of them. Observing a party attacking his company commander, he bombed them, killing or wounding the entire party, and thus saved his officer's life. He showed splendid courage and determination, which contributed materially to the success of the operation.

A Military Cross has been conferred upon Lieut. Jos. Dakers, a Victoria, B.C., customs officer who started in the war as a sergeant in the Machine Gun Section of the 67th "Western Scots." At the Somme he did conspicuous service and was given a commission and transferred to the 102nd Battalion. With that unit he "carried on" so well that the coveted "M.C." is now his. Further details are not received.

Three distinguished Civil Service soldiers were honored by the King on the occasion of his birthday. They are Lieut.-Col. Earchman, Lieut.-Col. C. E. Bent and Lieut.-Col. E. T. B. Gillmore.

Lieut.-Col. Archibald Earchman belongs to the staff of the Hudson Bay Railway.

He commanded the 228th Battalion and was at one time connected with the 21st Battalion. He now receives the D.S.O.

Lieut. Col. Charles Edward Bent is sub-collector of customs at Pugwash, N.S., and was an officer of the 17th Battalion. He has won promotion, two Mentions in Despatches and the D.S.O., and now the honor of the C.M.G. is added to the recognitions of his services.

Lieut.-Col. E. T. B. Gillmore belongs to the Topographical Surveys, Ottawa, and is a widely known artillery officer. Overseas since the first year of the war, he has won promotion and Mention in Despatches. Now he gets the D.S.O.

WAR PERSONALS.

Writing from France, where he is serving in the C.A.M.C., Alex. S. Ogilvie, of the Customs, says: "I saw our Asst. Acct. (Lieut.-Col. H. V. Rorke) a few weeks ago. He had just returned from a month in Southern France. I caught sight of Leon Jackson on the road one day, but had not an opportunity to speak to him. The sub-collector from Estevan—M. Roach—is one of the originals of our unit (12th F.A.)"

A Port Arthur correspondent writes of some of the Customs men of that place now in the C.E.F. He says: "Capt. W. T. Danison has renounced his rank and is at the front doing his bit as a volunteer. Pte. A. E. Chase is also back again to the front after being wounded twice." Earl McKee, of the same staff, has voluntarily joined the Strathconas. "We wish these boys good luck, stout hearts and a safe return when the job is done," concludes the writer. Percy Hesson, who died of wounds overseas, is deeply regretted at the customs house.

Civil servants returned from overseas include Major A. W. Gray and Corp. Beard-sley, both of the Dominion Parks Branch.

Lieuts. J. MacCormac and W. A. Glassmaher, who were the officers of the "Civil Service Siege Battery," are now both "up the line" with "the Heavies."

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Number of names in previous lists—4,367.

NINETY-FIFTH LIST.

(Officers of the Royal Northwest Mounted Police who hold the police rank of Inspector are civil servants and are placed in the Civil Service List. Consequently, the following are entitled to be placed in the Roll of Honour on receiving commissions in "The Royal Northwest Mounted Police Cavalry Draft," now about to proceed overseas. How eagerly the men of the famous Western force have sought permission to go to the front ever since the war broke out is well known. The Riders of the Plains are to be congratulated on at last securing the long-deferred opportunity.)

Major George Leslie Jennings.
Captain Henry Montgomery Newson.
Lieutenant Alphonse Beddy Allard.
Lieutenant Arthur Edward Acland.
Lieutenant Thomas Dann.
Lieutenant Stuart Taylor Wood.
Lieutenant James McDonald Tupper.
Lieutenant William Carysfort Proby.
Lieutenant Charles Herbert King.
Lieutenant Dennis Ryan.
Lieutenant Charles Deering La Nauze.
Lieutenant Howard Townsend.

(It is worthy of note, also, that four retired Inspectors of the R.N.W.M.P. have gone overseas in important military capacities. These are Major-General S. B. Steele, C.B., M.V.O.; Lieut.-Col. G. E. Sanders, C.M.G., D.S.O.; Lieut.-Col. A. M. Jarvis, C.M.G., and Lieut.-Col. J. W. Begin.)

FULL OF "PEP" AT 58.

"Things are looking brighter every day" says I. Lougheed of the Parks Branch staff at Waterton in a letter to Commissioner J. B. Harkin. For a man of past middle age, who has seen hard service, he is a model of cheer and grit. His letter is, in part, as follows:

"I have been in France since January 11th, 1917. Have been lucky ever since I landed. Only a little scratch. Have been from Poperinghe to Ypres and in every one

of the hottest places along the front, back of the lines, helping to build railroads. Our Battalion has met with quite a lot of casualties,—several died. Have had a show to go to England. I prefer to stay here. If they would say "Canada," I would go at once. I have put in about 14 months in France and I consider I have done my "bit" at my age,—58 in August. At the same time I would sooner stay in France than go to England. Please excuse this note as we have very poor writing accommodations."

THE CIVILIAN

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Ottawa, June 7, 1918



THE NATIONAL DUTY.

WE MUST GO ON OR GO
UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:

Dead	333
Wounded	469
Prisoners	21

WOUNDED

R. J. SEED, D.C.M.

EDITORIAL.

The Editors of *The Civilian* have often expressed the opinion that the Government should tolerate the existence of no enterprise which does not directly or indirectly contribute to the winning of the war. The question naturally arises whether *The Civilian* plays a part which is useful or necessary as a factor in the war. *The Civilian* is prepared to fold its tents at a moment's notice should it be directed to do so for the reason that its efforts

are valueless from the standpoint of the war. *The Civilian* justifies its right to "carry on" by its record in the battles with the emissaries of the Hun who defend the policy of the Patronage System. We have fought for Merit, and God knows we are sadly in need of it in both the civil and military branches. In proof thereof let the Civil Service Commission investigate the administration of the Printing Bureau in the two branches of Printing and Stationery. This is the most corrupt instance that occurs to us on the civil side.

The Civilian opposes, and, when possible, exposes such violations of efficiency, and the fact is quoted as the only justification for its existence during the war.

* * *

A very similar attitude and outlook, in our humble opinion, inspired the composers of the circular letter to the members of Parliament, which is reproduced in this issue. We deem it a privilege to assume the role of defenders of the officers of the Federation who are responsible for the circular. The executive members of the Federation during its recent activities had occasion to call upon Sir George Foster the day after a member of Parliament had attacked the Federation circular. Sir George, having in mind, no doubt, the episode in the House, interpolated the following statement during his remarks: "Civil servants are justified in forming themselves into societies in order to make representation regarding their status. *It is their right.*" The right is thus conceded for civil servants to write a letter to their employers. What then is the objection to the spirit of the circular? It is that the authors presumed to associate Civil Service Reform with the winning of the war. Here is our answer. If the abolition of patronage were not necessary to the winning of the war, the Prime Minister was not justified in placing this policy in the most promi-

nent place in the Speech from the Throne, nor would he be justified in taking up the time of a war parliament with a bill to attain that object. The Prime Minister considered Civil Service Reform a war measure, and the Hon. Mr. Maclean stated that it was the most important measure since Confederation. This being so, it is more than likely that the conscientious objectors to the circular largely consisted of two classes—opulent patronage-hunters and indigent pussy-footers.

* * *

And thereby hangs a tale, for we feel constrained to pay our respects to the "indigent pussy-footer." She is a charming old lady and we love her for her gentleness, delicacy and tact. Her fortitude in accepting rebuffs and in suffering injustice is worthy of a nobler cause. Her place is the drawing room, for she is surely out of her element in the tented field of universal strife. If the Anglo-Saxon race is to hold its place in the community of nations, it must maintain and re-assert the Spartan traditions of its founders. There are many Madam Pussy-Footers in the Ottawa Service. May the dear things be as timid as the dove and as rotund as the moon, but also sterile in the reproduction of their species.

* * *

The lower paid officials of the Inside Service with dependents are deeply disappointed that no provision was made for a war bonus for them. No blame for this omission can attach to the officers of the Inside Service Association. Mr. Walter Todd, the President, was stricken with a hemorrhage while in the very act of drawing up the memorial, which appears as our first article to-day.

Mr. E. F. Drake, Vice-President of the Association, carried on the duty of representing the Inside Service case after Mr. Todd's illness, and duly presented the memorial to the Government. Those who know Mr. Drake

and the loyalty of the members of the Inside Association executive to their constituents in the various departments will not require to be informed that everything that possibly could be done was done to obtain a war bonus for the members of the Inside Service. *The Civilian* recites these facts on account of the receipt of a letter from a member of the Third Division complaining of the failure of the Association to obtain the bonus. The explanation of the bonus to the messenger, porters and packers is that as a forlorn hope a request for them was made on account of their low maximum of \$1,000, after it was known that the Government did not intend to grant the bonus to the whole Service.

* * *

Apart from the failure to obtain a bonus for the Inside Service, the success of the representations to the Government in regard to the Bill and the bonus to the Outside Service calls for the warmest appreciation. There is a hitch in the affairs of the Dominion Postal Association, but it is hoped that in our next issue we may be able to announce complete satisfaction. The Outside Service had a very strong case for the bonus when it is considered that 45 per cent of the postal service is at a salary of \$1,000 or less, and 74 per cent of the customs service are at a salary of \$1,200 or less. The Bill, the provision for superannuation, the bonus and the restoration of civil pay for those in the C.E.F., are great events in the history of the Civil Service. The greatest event of all, of course, is that feature of the Bill which takes the Outside, and also the Inside, Service out of the bondage of Patronage. This is an event which will ever stand out in letters of gold when the historian tells the story of the year 1918.

* * *

The prorogation of Parliament on May 23rd brought to a conclusion a six months' campaign of strenuous

and earnest endeavour on the part of the civil servants holding responsible positions in the Service organizations. The C. S. Association of Ottawa has always been strenuous in the affairs of the great Inside Service, and the present Executive has upheld the fine record for efficiency established during the past ten years. For the Service outside of Ottawa special mention is due to those branches of the Service who have been wise and energetic enough to form Dominion-wide class organizations. In Mr. W. J. Cantwell and Mr. T. H. Burns the Dominion Postal and Customs Associations have representatives whose work will never be fully appreciated by those for whose welfare they have laboured night and day without ceasing during the past six months. They have both developed great capacity for co-ordinating and presenting in lucid form the facts in connection with their departments, and the results of their work is a strong argument in favour of Dominion-wide organizations for the Outside Services. Great regret and sympathy is expressed on account of Mr. Todd's illness, and all join in wishing him an early and complete recovery. Mr. Todd's knowledge of Civil Service law and his courtesy and tact have contributed to the successes gained during a period of anxiety and responsibility.

Win the war.

Give the new Act a chance.

Rome was not built in a day, nor can the iniquities of fifty years of patronage be eliminated by the stroke of a pen.

Patience and moderation and a sincere desire on the part of all concerned to give Canada clean and efficient public service will work a transformation and no innocent man will be hurt.

Now that Victory Loan instalments are all paid up, good business instincts dictate the continuance of the saving habit and the investment of every possible dollar in War Saving Certificates. Ask at your bank or post office.

Correspondents, and readers generally, are reminded that married men and men upwards of thirty-four years of age who are employees of the Dominion Government and who enlist for active service are still eligible to be listed in the Roll of Honour. The editors are anxious to secure the names of all such volunteers.

While Civil Service casualties have been few lately, the proportion of dead to wounded in the total reported to date shows that approximately seven hundred wounded have never been mentioned in *The Civilian*. The blame lies on our should-be correspondents.

When Bill 53 was before Parliament the expression "public service" as used in it was changed in every instance to "civil service." Is there a difference or merely the proverbial distinction?

The old-time Census and Statistics Office is now constituted by Act of Parliament "The Dominion Bureau of Statistics," and its field is greatly enlarged. Plans for the reorganization of all public statistical services in Canada have been in preparation for several years and this is one of the big steps in the new scheme.

A number of subscriptions are expiring. Please examine your label and address an envelope to P. O. Box 484.

In the Ninety-Fourth List of the Roll of Honour, published in the last

issue of *The Civilian*, a line of type was missing, whereby the last twenty-eight names were without departmental designation. All these men were from the civil staff of the Department of Militia and Defence.

Our hopes now hang upon the success attending the efforts of the Civil Service Commissioners, and we are sure our faith will not be pinned upon them in vain.

The usual contribution to the Dominion Customs Association page is omitted in this issue owing to pressure of official business on the part of the sub-editor.

CIVIL SERVICE CASUALTIES.

PRIVATE R. J. SEED, D.C.M., wounded, is referred to at length in the column of "Decorations Won."

Federation Letter to Senators and Members of Parliament

The following letter was addressed to all members of Parliament by the officers of the Federation on behalf of Bill No. 53:—

DEAR SIR—

The Public Service, performing alike in peace and war the national business, is surely one of Canada's greatest assets. We are addressing you because you are one of the directors in Canada's business enterprises and so responsible for the results. We are addressing you at a time when events afford you the opportunity to co-operate in an act that will remove a serious handicap to national efficiency and so contribute to the one great aspiration of all Canada's public men—the winning of the war.

It would appear from recent items in the press that some influential agency is endeavouring to dissuade the Union Government from proceeding with the bill for Civil Service Reform by the abolition of Patronage in appointments and promotions to the Public Service. This great measure of reform was one of the principal planks in the platform of the Union Government, held a similarly prominent place in the Speech from the Throne and was enthusiastically acclaimed by the public and the press of the country.

In view of the foregoing facts, the good people of Canada look with alarm upon any attempt to defer the passage of this much needed measure and the undersigned on behalf of the organized Civil Service plead the privilege of pointing out to you the ill effect upon Canada's part in the war that will ensue in the event of failure to place this measure upon our statute books. Patronage, as a means of winning the war, has little chance of success in competition with the business like methods of the enemies of the Allies.

May we, therefore, appeal to you to support this great measure of reform, so that we may offer to the world one more indication in the national history of our country of a renaissance born of the sorrows and chastisements of a universal calamity.

On behalf of the Civil Service Federation of Canada.

F. GRIERSON, *Secretary*.

WALTER TODD, *President*.

A Lemon for the Patronage Mongers.

Giving full sway to a lachrymose temperament, civil servants offer their tenderest sympathies to the Patronage pot hunters who are to lose the fat postmastership at Toronto, and whose patriotic instincts are suffering from the pangs of witnessing the humiliating spectacle of a man who understands the job getting this important position. Mr. Lemon carries about with him an appropriate name for this occasion, for are we not able to say that all the Patronage-mongers get out of it is a *Lemon*.

This is a hot weather joke and brings to mind another story, the historical basis for which appeared in "The Veteran" some months ago, when the Great War Veterans' organ was helping us out in the battle against Patronage.

In the days of our Mythology we all read in our Ovid of the deities descending from Olympus and arousing well deserved jealousies on the part of their lawful consorts. The modern version is somewhat a reversal of the order, but the moral is the same, for this is a moral story whatever may be said to the contrary concerning Zeus and his affairs of the heart.

There descended from Olympus not long since the immaculate and incorruptible "Goddess of Merit." She has often visited the Earth before, but found few wooers in Canada. Not long since she met and became officially enciente by a great Prime Minister of Canada. The offspring of the union was the "Merit System." While the Goddess Mother was in the throes of travail there arrived at the Chateau Laurier a reptile known as "Patronage Pothunter," metamorphosized into the shape of a man and whose function it was to devour the newly born babe, "Merit System." A lusty child was born to the Goddess, and jobs were scarce, and as the P. P. lay awake at night all hopes of the expected unearned increment vanished from his mind and he roused his wife who lay sleeping by his side and said, "Mary, how can you sleep so soundly when money is so scarce?"

MERIT APPROVED.

"Merit" appointments are almost invariably popular (except with disappointed place-hunters and patronage mongers). The following from the "Herald," of Charlottetown, is typical:

"Mr. Joseph McCarey, Assistant Postmaster, has been appointed Postmaster for Charlottetown in succession to the late Mr. Edward Hackett. This is a well-deserved promotion, as Mr. McCarey has been a member of the Post Office staff for over thirty years, and is thoroughly conversant with all

the details of the office, having risen from a junior clerkship to his present position. Mr. McCarey was recommended for the position by the Deputy Minister, and was supported by an influentially signed petition from civilians. The postmastership hitherto has been considered a political appointment, but under the new regime patronage has been abolished, giving Mr. McCarey the chance of promotion which he so richly and meritoriously deserved. The Guardian joins with his many friends in congratulating him on his appointment.

"It may be added that the position vacated by Mr. McCarey, namely that of Assistant Postmaster, has been abolished."

THE CIVIL SERVICE ACT, 1918.*(Further amendments.)*

The following amendments were made by the Senate on May 21st and were later concurred in by the House of Commons:

Section 17 (formerly 18) sub-section (2) struck out and (3) changed to (2).

Section 34 (formerly 37) after "appointment" insert "transfer."

Section 41 (formerly 44) sub-section (1) for "one year" substitute "three years."

Section 44 (formerly 47) after "reached" insert "Such increase shall be made unless the deputy head makes a report in writing, which is concurred in by the Commission, that such officer, clerk or employee is not deserving of such increase, and such officer, clerk or employee shall be entitled to be heard before the Commission concurs in such report."

Section 53 (formerly 56), page 20, line 26, leave out all the words from "power" to "under" in line 27. Line 27, after "statute" insert "of any Board or Commission situate at Ottawa, either with or without the approval of the Governor in Council." Line 29, after "appoint," insert "a reporter and assistant reporter and clerks and servants under the provisions of sections twenty and twenty-one of the Supreme Court Act and to appoint the officers and employees mentioned in chapter sixteen of the Statutes of 1912 and to appoint."

The final copy of the Bill shows an amendment not already mentioned in section 11 (formerly 12), in lines 19 and 20 the words "or appointed" are deleted.

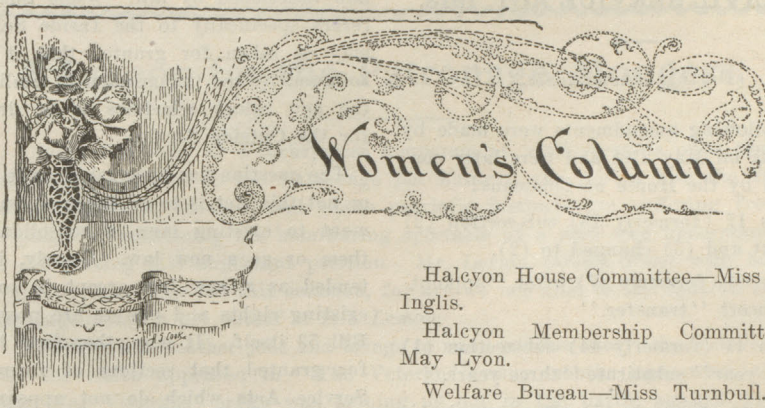
These amendments, particularly those in sections 17 and 44, strengthen the Act. The amendment to section 17 leaves it to the discretion of the Commission as to whether a transfer may be made at an increased salary or not, rather than under the old method where a transfer was made at the same salary with, usually, a promise of a future increase or promotion. The amendment to section 44 establishes the right to an annual increase up to the maximum of the class, a custom generally followed in the past but

now sanctioned by law. While this section refers specifically to the Inside Service, it may be taken for granted that it will be followed by the Commission in dealing with the new salary schedules to be drawn up for the Outside Service.

The question has been asked as to whether or not this Act is to be taken as an amendment to existing laws, a consolidation of them or as a new law. Clearly, it is intended as a new law except in so far as existing rights and powers are preserved in Bill 53 itself. It may, therefore, be taken for granted that sections of former Civil Service Acts which do not appear in the new Act were intentionally dropped as unnecessary or unwise under the new regime. With regard to the Inside Service the Act is complete, and with regard to the Outside Service it may be expected that the same or similar rules will be laid down by the Commission, under section 52, with the approval of Parliament.

MANY ARE GARDENING.

Inquiry in the various departments seems to indicate that an even greater number of civil servants are taking up war gardening than "hoed for victory" last year. In addition to the organized effort of the Women's Branch, there are several co-operative groups at work, while the number of independent individual workers must be in the thousands. Some have allotments from the Vacant Lots Association, some have secured the use of land by private arrangement, and many are cultivating their own city or suburban lots. Co-operation in getting ploughing done, in purchasing tools and seeds, and in exchange of labour is adding efficiency and pleasure to the undertakings. Hundreds of civil servants are members of the Horticultural Society and have the advantage of its excellent premiums of seeds, etc. Officials of the organizations mentioned and of the Experimental Farm are eager to help gardeners in any way they can and there is land and opportunity for all who will join the greater production movement.



The Halcyon Club Ready.

As we go to press it is confidently hoped that the Halcyon Club will open its doors to members on Monday, June 10th. At an early date in May the convener of the House Committee announced that the rooms should be ready for occupancy by June 1st, but the best laid plans of mice and men gang aft agley.

At one time it seemed as if the workmen were permanent fixtures so anxious was the committee to get them out, but finally now they are almost through. There have been so many enquiries about the Club by those who have felt the need of it greatly in the past that the House Committee decided to open it as soon as possible even if there might be a few finishing touches to put to it before the formal opening.

The date for the formal opening has not been fixed, but Her Excellency the Duchess of Devonshire has graciously expressed her interest in the Club and will open it formally on her return to Ottawa—probably the last week in June or the first in July.

Membership may be secured by communicating with Miss May Lyon, of the Department of Naval Service, or with any member of the Advisory Board.

Special Committees.

At the first meeting of the Executive for 1918-19 the following special committee conveners were appointed:

Red Cross—Miss M. C. Russel.

Halcyon House Committee—Miss Edna L. Inglis.

Halcyon Membership Committee—Miss May Lyon.

Welfare Bureau—Miss Turnbull.

Soldiers' Correspondence — Miss Jessie Parmelee.

Gardening—Miss Florence Burt.

Tag Day Workers.

As usual the women of the Civil Service responded to the appeal for helpers on Hospital Tag Day. Miss Marie T. Duhamel represented the President of the Branch at the various meetings in connection with Tag Day work, and it was under her able convenership that the following members gave generously of their time and services on that day: The Misses D. Blyth, Yvonne Tessier, A. Blyth, A. McLaughlin, M. E. Williamson, Keilty, Helen Blyth, A. Duhamel, M. Duhamel, G. Tessier, E. Dion, G. R. Gray, V. D. Martin, M. Gaulin, P. Durocher, M. Tessier, E. Carson, L. Dorning, A. McGuire, N. Orr, Paulette St. Louis, Mrs. Purvis, Miss Manchester, Mrs. Mackay, the Misses McGreevy, Smillie, Vipon, Edna Bowland and P. Barry.

Annual Reports—Continued.

Legislation Report.

The convener of Legislation, Miss Grace Reynolds, read a most comprehensive report on the work of her committee. Owing to the legislation pending in the House of Commons, the committees of the C. S. Association and the Women's Branch have had an extremely busy year.

Soon after the annual meeting in the fall the Legislation Committee was asked to report to the main executive. They did so

early in January, bringing in the results of the deliberations of the committees appointed for the last two years to study Bill 217. The report of this committee was discussed in special meetings once or twice a week during the whole winter and from this report were compiled the amendments presented to the Government this spring.

Miss Reynolds reported at length on the merits and demerits of Bill 53 and her listeners could not help but feel the very deep debt of gratitude they owe her for her services along legislation lines. It takes considerable patience and self-denial to attend every meeting of the main executive as well as all committee meetings, which is Miss Reynolds record for the past year and longer.

Frequently the members of the Branch as well as those of the main organization have no idea of the time and work that has been given by the officers of the Association and the Legislation Committee in their efforts to have placed on the statute book of Canada a Civil Service Act that is bound to better conditions and raise the standard of efficiency in the public service.

Fifth Annual Report of the Programme Committee.

Madam President,—

Your Programme Committee has to report as follows:

Owing to the strenuous times in which we are living very little of a purely social nature was undertaken during the past year. Each meeting, however, with its supply of Red Cross sewing on hand was well attended, and the interesting programmes very much enjoyed. As in the previous year each meeting was undertaken by a Department which secured the speaker of the evening and provided the programme, thus bringing forward some of the talented members of their division of the Service.

With food conservation in mind, refreshments were eliminated on all but two occasions, these being in October when the Militia Department entertained, and in March when we indulged in six o'clock tea under the management of the Department of Public Works. In both these cases the refreshments were financed from the General Fund.

We were very fortunate in our speakers

at the various meetings. In October, Miss Rayside, matron-in-chief of the Canadian Medical Nursing Service, spoke on hospital work in France. Then we had Mr. Kidner, Vocational Secretary of the Military Hospitals Commission, who told of the work of assisting disabled returned soldiers to again take up civil life. Mr. Carvell, Minister of Public Works, gave a very interesting talk on women's work in Civil Service. Again we had the pleasure of a trip through Dominion Parks (in picture) under Miss Jukes' guidance. Mr. Gordon Rogers, Ottawa's popular entertainer, was good enough to give us a whole evening, assisted by Mrs. Milton Argue. Among the excellent musical numbers rendered at the various meetings were vocal solos by Miss Thompson, Miss Agnes Duhamel, Miss Lowe, Miss Catherine Atkinson, Miss Louise Sarault, Miss Gladys Walsh and Mr. J. A. Thompson; violin solos by Miss Hazel Howe and Mr. B. Mathé; clarinet solo by Mr. Arthur Powell, and piano solos by Miss Ratty and Miss Isabelle.

The only big enterprise undertaken by the Programme Committee during the past year was the masquerade, with the proceeds of which we packed and sent overseas to members of the Service fighting in France and Flanders, 223 boxes of soldiers' comforts.

Respectfully submitted,

A. C. BOOTH,

Convener.

Recreation.

The Recreation Committee has been more inactive during the year just ending than it has been since the formation of this committee. This has been due, largely, to the fact that a great majority of the members are so actively engaged in war work of some sort they are apt to forget the fact that recreation is at all essential when there is work of such urgency as one is so frequently called upon to help out with in the category of war work, or they do not care to be considered frivolous in times of such great need when their spare moments can be so profitably spent in helping in the great work of the Civil Service Red Cross.

Profiting by the experience of my predecessor in office, Miss Blackburn, I did not

attempt to have any recreation during the summer of 1917, as her experience was that anything that committee had given in the past was not sufficiently patronized to warrant one spending the time in making arrangements therefor. This committee has found that the ladies are much more interested in winter sports, and, consequently, I have endeavoured to arrange for events during the winter months that would interest and be patronized by the members of the organization.

Early in February I endeavoured to charter the Rockcliffe slide for a toboggan party, and also to make arrangements that we would be given the exclusive use of the tea room on that occasion. As this could not be arranged, and as I then felt that no special inducement could be offered intending patrons to this party, I referred the matter to a general meeting. After some discussion at this meeting, a motion was made authorizing the executive to give consideration to the matter. At a meeting of the executive held shortly afterwards, it was decided by that body that as there was no special privilege to be derived by holding a sliding party under the Recreation Committee no such party should be held.

A class in modern dancing was organized on the 11th of March. The instructions in dancing this year were under the direction of Professor Laing, of the Rideau Dancing Academy. Lessons were given twice a week, on Mondays and Thursdays. We were very fortunate in obtaining the very splendid rate of 24 lessons for \$4.00. Sixty-seven pupils were registered in the class. The lessons are still in progress and will not terminate until the last week in May. Great credit is due to Professor Laing for the very efficient instructions given to the class. He has been most painstaking in his efforts to make the Civil Service class a success to the individual pupil.

The annual trip to the sugar bush was arranged for on April 6th, but owing to the bad condition of the roads the bus man with whom arrangements were made for this trip refused at the last moment to take the party, and this had to be cancelled on short notice.

On the 18th of April this committee held a bridge party at St. Patrick's hall, on one of the regular class nights for dancing. The

proceeds from this evening were for the benefit of the Civil Service Red Cross rooms and new Civil Service Club. Due to the fact that a campaign for membership to the new club was running at the same time, this was not the financial success I had hoped it would be. However, a fair amount of success attained my efforts. The total sum of \$100.75 was realized. Of this, however, there was an expenditure of \$41.25, which left a balance of \$59.50, which has been duly handed over to the Treasurer of the Association. I gratefully acknowledge the kindness of Miss Blackburn, through whose good offices the orchestra which furnished music was procured. This service was given by Miss Blackburn as her donation to this event. The orchestra was composed of the following ladies: Mrs. Alan Horwood, Miss Mary O'Donnell, Miss Hazel Howe, Miss Lois Jarvis and Miss Blackburn. I also desire to thank the President, Miss Inglis, and the Past President, Miss Tremblay, for their great kindness in assisting me in receiving my guests on that occasion. I wish also to make special mention of Mrs. J. G. Lyons, Miss Clements and Miss Bray, who gave very valuable assistance in the taking of tickets at the door, the looking after and placing people for card games.

Respectfully submitted,
NELLIE CASEY,
Convener.

Report of the Representative to the Ottawa Welfare Bureau.

During the first winter of the war the Women's Branch Emergency and Red Cross fund was devoted to Red Cross work and to the relief of distress in the city. As more demands were made upon time and funds, and to prevent overlapping, it was decided that it was wiser to leave the city work in the hands of those organizations which were already carrying on that work, and assist them by subscribing towards keeping a trained visitor. It is by virtue of this that this Association has a representative on the board of directors of the Ottawa Welfare Bureau which was organized just at this time, along the lines of a carefully thought out system which has been in practice in the larger cities of Canada and the United States.

Your representative has been able to attend five out of eight meetings. The Welfare Bureau meetings have several times coincided in time with the Women's Branch executive meetings or the number would have been more complete. Before retiring, your representative would like to urge upon the Association the need of helping in this work as long as the fund permits.

If time permitted it would be interesting to go into details as to the work of the Bureau in the preventing of overlapping and detection of fraud, and, above all, in reviewing the much more far reaching results of work that is constructive rather than pauperizing in its effect. It is possible, however, to give only the most cursory summary of the work of the Bureau:

The first need was to separate those temporarily in unfortunate circumstances from those who were willing to be pauperized, and with this in view there was established a confidential exchange for the use of any organization or individual. To date, there are 6,000 families registered in that exchange. An organization or individual wishing to help any of those families can get confidential information as to whether the family is being helped by other means. Duplication is thus avoided and constructive plans for the family made possible.

Through the Christmas exchange, conducted on the same principles, a much wider distribution of cheer has been effected.

Exhibits were prepared in 1915 for the walls of the milk station, illustrating and putting in as simple language as possible some observations for the care of babies.

Since the spring of 1917 the Welfare Bureau trained worker has undertaken investigation and rehabilitation work in the case of the families of returned soldiers applying to the Soldiers' Aid Commission for assistance.

When the Auxiliary to the Patriotic Fund was formed the Welfare Bureau assumed responsibility for monthly visits in Ottawa Ward.

In the suppression of begging the Bureau co-operates with the city Police Department. It asks that in every case of begging, particularly by a child, that the address be sent to them and relief will be sent upon investigation. Instances have come to the notice

of the Bureau, in this way, of children being used by their parents for professional begging.

Frequently patients discharged from hospitals are still in need of assistance, and the Bureau, when cases are reported, endeavours to place such person or family under the care of some society or church.

The Bureau has several times been called upon to give information to outside cities about relatives of families, also has taken under its care some that come from other centres.

Most of the organizations in the city are making use of the exchange, and through the services of Controller Muir, who has been appointed by the civic authorities to co-ordinate the city relief work, the Bureau has received a larger grant this year from the city. It has been shown on every hand that it is only necessary to make the work of the Bureau known to have it appeal to the commonsense of the average citizen. The Women's Branch should be thankful that their organization has an opportunity to help materially at the inception of constructive systematic work in the making of better citizens.

A. E. WILSON.

Correspondence.

Madam President,—

Your Correspondence Committee during the year have addressed and mailed 37,762 letters to wounded soldiers. This work is financed by the Soldiers' and Sailors' Comforts Committee of the Ottawa Women's Canadian Club, who furnish all the supplies and the postage as well.

Through the Militia Department we are able to obtain the casualty lists daily, from which the names of all wounded Canadian soldiers are taken, and to each one is sent a printed circular, asking if anything, not furnished by the militia, is required, or if any information is desired, the replies to be addressed to Mrs. Crothers, Miss Whiteaves or Miss Parmelee.

During the year nearly 4,000 replies have been received and nearly 3,000 parcels, containing various comforts, have been sent to these soldiers, also over 900 adjustments of business matters have been arranged for.

We wish to particularly thank Miss Hill, Miss Halkett and Miss Fairweather for their kind assistance during the year. They have each taken one evening a week at 5 o'clock, and with a number of diligent assistants have done all the addressing and filling of the envelopes. A staff of girls have also looked after the mailing.

That this work is really worth while is repeatedly demonstrated by the replies of warm appreciation received from the men, so many of them saying that this is the first letter that they have received from Canada and how glad they are to be remembered by someone.

Now that we are moving into larger quarters it is to be hoped that even more workers will volunteer to help with this branch of war work, which is so greatly appreciated by the soldiers.

Respectfully submitted,

JESSIE PARMELEE,

Convener.

A CIVIL SERVICE TRIUMPH.

That great results may be achieved through the co-operation of Industry with Science is a well established fact, and it was this knowledge that led to the institution, about four years ago, of the Forest Products Laboratories of the Forestry Branch, Department of the Interior. Since then many proofs have been given of the valuable work done by the scientists both of the Laboratories and of the Mines Branch, but nothing, perhaps, has equalled in importance the recent discovery at the Laboratories of a cheap and plentiful substitute for the pine oil imported from the Southern States, which was until now so essential in the flotation process of ore reduction.

The popularity of the oil flotation process of extracting metal from ore—due to an increased yield of 15 to 20 per cent of metal in the case of certain ores—caused the springing up of a great many reduction plants throughout the United States and Canada. The natural result of this "boom" was an alarming shortage in the supply of Southern pine oil, and, as Canada possessed no substitute for it, and could no longer expect to be supplied from the United States, Canadian miners faced a serious outlook.

In this extremity, some of the chief owners of reduction plants in Northern Ontario approached the Minister of the Interior and explained the situation, asking that the Forest Products Laboratories be given the task of producing a Canadian pine oil to take the place of the American product. The Minister acceded to this request and immediate steps were taken to comply with the appeal of the miners. Investigations and experiments were carried on by the chemists of the Laboratories for a period of eight or nine months, each new oil extracted being put to the test in the ore-dressing station of the Mines Branch to prove its worth. The result was most gratifying, for not only did these scientists find a method for producing oil from Canadian pine trees, but they went much farther by discovering an equally effective substitute in creosote oil, an almost waste material of the wood distillation industries. Because of the plentifulness of this oil—"thrown off" at the rate of more than one thousand gallons daily in the manufacture of wood alcohol—the cost is much below that of pine oil even when produced in Canada, so that it can readily be seen of what great value this discovery is to the mining industry of Canada and how it aids the wood distillation business also by finding a market for what was hitherto one of its almost useless by-products. Much credit is due the experts of the Forest Products Laboratories for the success of their work which has demonstrated in so practical a way the benefit to be derived from the linking together of the scientific and industrial forces of the country in solving national problems. It also gives a hint of what the modest and too often despised civil servant is doing in increasing war-time production.

Extravagance is Under Suspicion.

A Canadian correspondent, writing from England, makes the following observation, which is not without its significance for those who imagine that they "must keep up appearances" in connection with the consumption of food—

"To be too well dressed and too fashionable nowadays induces the suspicious to regard the luxurious one as a profiteer or the near relative of one of these outcasts."

Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

Third Division Salaries and the New Bill.

Editors *Civilian*:

About the period of 1911-12, when Canada and the rest of the British Empire was at peace, and the economic conditions were normal, Sir George Murray, in his report to Sir Robert Borden on Civil Service Reform in Canada, recommended that the Third Division be sub-divided into three classes, the minimum rate of pay to be not less than \$600 per year and the maximum to be \$1,800 per year and the annual increases to be \$100 per year; but it appears the new Bill only gives \$1,500 as the maximum and only \$50 as the annual increase, both of which are extremely disappointing facts, especially as Sir George Murray's report has since been concurred in by Dr. LaRochelle, one of our esteemed Civil Service Commissioners.

A few weeks ago the Hon. Mr. Carvell is reported to have told the women of the C. S. Association that he believed in the principle of "equal pay for equal work." Now, sir, to the married man with a wife and family to support, such a principle is most unfair and unjust, most cruel and unsympathetic, for which the married man is burdened with the cares and responsibilities of his family, and at the present rate of pay living from hand to mouth, and has to take any old shack to live in, the single girl in the office wisely remains single, living in luxury, but she is not to be blamed for not marrying, for the young fellow whom she would like to marry does not receive enough salary to keep her as she has been used to being kept.

In fact the young man in the Third Division who marries or who even thinks about marriage deserves a Distinguished Service Medal from the state.

In the military service and the naval service, both of which are controlled by the state, when a man marries he gets so much extra pay towards his wife's support, and also extra pay for each child born of the

marriage. Why, Mr. Editor, could not, or rather should not, this system be introduced into the Civil Service, which is also controlled by the state? Are not the wives and children of the men in the Third Division just as much value to the state as are those of the soldiers and sailors? Is not the future of the state dependent upon the married men and women of to-day and not on the single girl? Are not the children of to-day the future men and women of the state? Should they not, therefore, be well fed and well clothed, but which on the present rate of pay in the Third Division is an impossibility.

Professor Leacock says: "The existence of a state depends both on a territory and on its population, organized for law," therefore the greater the population the greater and mightier will be the state.

Dear Mr. Editor, as we men in the Third Division cannot all be first class clerks, might not Mr. Walter Todd and the other members of the executive of the C. S. Association be asked to make a special plea with those gentlemen who have the framing of the new Civil Service Bill to better the condition of the married men in the Third Division by granting them \$100 yearly increase instead of only \$50, and increasing the maximum to \$1,800 per year, as it is impossible to bring up a family in anything like a decent manner on less than \$1,500 per year.

Yours truly,

THIRD DIVISION.

Ottawa, April 22, 1918.

(The Editors regret that the above letter was omitted in the last issue.)

An Official Organ.

Editors *Civilian*:

I desire to offer the following suggestion in regard to the ways and means whereby the efficiency and importance of *The Civilian* may be greatly enhanced.

My object in so doing is that I consider it of vital interest to the good and welfare of the Civil Service that its official organ should be read and made a study of by every member of the Civil Service in Canada.

This desirable object is very easy of

attainment, provided that local organizations formed in each department of the public service, when arranging the annual fees for membership, would make provision for having each member supplied with a copy of *The Civilian* during the year.

It will be found upon a study in regard to ways and means, that a membership fee of, say, \$5.00 a year will successfully finance the requirements of local, provincial and federal organizations and at the same time provide for each member to be supplied with a copy of *The Civilian* during the year.

The writer knows of no more patent agency whereby the good and welfare of the Civil Service can be attained and successfully maintained than through an official organ, and he is satisfied that *The Civilian* has hitherto justified its claim and has faith that its future will demonstrate its usefulness in increasing the efficiency and welfare of the Civil Service in Canada.

W. H. S.

Moose Jaw, April 18th, 1918.

Private Secretaries.

Editors *Civilian*:

There is one point in Bill No. 53 that appears to me to be regrettably indefinite, viz., *What becomes of the private secretary when his (or her) Minister goes out of office?* If not a member of the permanent Service, does he cease to be a Government employee? This was the system many years ago. If the present system of putting ex-private secretaries into high-class jobs is to continue, we may chant a requiem over our precious "flow of promotion."

UNCERTAIN.

Ottawa, May 1, 1918.

Superannuation.

Editors of *The Civilian*:

While quite disposed to rejoice at the advocacy by "Toronto" and *The Civilian* of an early introduction of a superannuation really calculated to promote the efficiency of the Civil Service and to provide against conditions which await retired civil servants and their families, threatening to eventuate in a cruel and undeserved destitution, the very possibility of which detracts from the prestige of the public service, I do not think that Bill No. 229 if passed without a very

substantial revision could meet the requirements of the Service as to retiring allowances or effectively anticipate the evils by which those civil servants who are not subject to superannuation are now menaced. I am disposed for this reason to think that *The Civilian*, always alive to the best interests of the Civil Service, meant a revised Bill No. 229, such as the best that the Civil Service Association and the Civil Service Commissioners could make it. When the Association took up the Bill for consideration with the permission of the Minister of Finance who considerately extended to them, I suppose with the approval of the Cabinet, the right to make suggestions for its amendment, it was found to contain as many objectionable provisions as that crustacean, scientifically designated *Clupea harengus*, ordinarily the herring, has fish bones. As applied to new entrants into the Service after its enactment the Bill received little or no criticism. It was in its relation to those who had reached a certain age, the very class before whom the evil conditions threatened by their retirement loomed larger with the swift flight of the years, that it became nowise remedial, but on the contrary practically prohibitive. It even actually debarred some on account of their age in relation to the time they became permanent employees. The Executive reported accordingly and made some revising suggestions to meet this sort of careless though probably unintentional sort of Kaiserism towards those who would be pinched or debarred by the Bill regardless of their period of service or their competency. So little did the Bill concern itself about those now in the Service that they were only given the option to come under its provisions, a confession of its being as to them a choice of evils, for instance between it and the present retirement scheme admitted by both the Liberal and Conservative Governments to be absolutely unjustifiable and inadequate, emphatically so because civil servants cannot save for a rainy day on account of the high cost of living.

It could hardly be expected in view of the persistent divergencies in the public service that Bill No. 229 would be just right, although it was generally expected that it would undo much of the worry by which

man power is wasted in the Government departments.

March 25, 1917.

OTTAWA.

Editors of *The Civilian*:

The fearless attitude and plucky fight of *The Civilian* in the interests of a long-suffering Civil Service has been favourably commented on by a number of our men in this Province. The Patronage evil has so

disgraced the public service that the mere mention of the word "Government Job" causes the better element of the public to look askance. I have hope somehow better times are ahead. The public to-day will not tolerate the abuses of pre-war times, and so I say to *The Civilian*: Bravo! the Service is with you.

CUSTOMS.

Regina, March 17th, 1918.



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PERSONAL.

Miss Cathleen C. Brady, daughter of Martin Brady, of the Topographical Surveys, and Mrs. Brady, was married in New York on May 17th to Lieut. Percy W. Keefer, of Victoria, B.C.

Miss Muriel Robertson, of the Naval Service Dept., who went overseas in March as a V.A.D. nurse, was married in Plymouth, Eng., on May 16th, to Capt. F. D. Robinson, Canadian Engineers, formerly of the Topographical Surveys. Both will continue their military duties.

Miss Edith M. Sinclair and Michael S. White, both of the Interior, were married on May 18th.

OBITUARY.

Capt. W. J. Hall, who died on May 23rd, was the father of Ralph E. Hall, of the Post Office Department.

Mrs. Pierre Robert, Sr., mother of Pierre Robert, of the Post Office Dept., died on May 22nd, aged 87 years. She was one of the few surviving "Quebeckers" who came to Ottawa from Quebec on the change of the seat of government in 1866.

Flt. Lt. Mills Johnston, died of wounds, was a brother of W. A. Johnston, of the Geological Survey.

Emanuel Coté, of the Printing Bureau, died on May 17th. Jos. D. Coté, of the Interior, and Romeo Coté, of the Post Office Dept., are brothers.

A. T. Stewart, of the Customs, Fort Erie, died on May 23rd, aged seventy years.

Miss Amy O'Connor, of the Dominion Police Office, died on May 29th, after a long illness.

Arthur Bruce, a widely known engineer, who died on May 30th, was a brother of R. F. H. Bruce, of the Ottawa River Works.

The death occurred on June 2nd of Lulu Beeson, wife of John McLeish, statistician of the Department of Mines, in her thirty-ninth year.

PTE. A. M. BACON.

The staff of the Vancouver Customs are pleased to hear that a former popular member, A. M. Bacon, has distinguished himself in the fighting overseas.

Pte. Bacon entered the Civil Service in April, 1906. He was always keen on sports and was a particularly strong swimmer. Enlisting with the 47th Battalion from Vancouver in March, 1915, he went overseas, where he was wounded in 1916, gassed in 1917, and again wounded this year. In



Pte. A. M. BACON

April he took charge of a raiding party when all the officers were casualties, led them into the German trench and himself captured a machine gun and a German non-commissioned officer, and he thereby made the winning of the Military Medal, for which he had been previously recommended after cutting through seven feet of barbed wire, a certainty. His parents have received word that he has been awarded the decoration for his bravery. He is at present recovering in England from a wound.

THE POSTAL JOURNAL

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REPORT OF THE OTTAWA REPRESENTATIVE OF THE POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.

It is a "far cry" from Ottawa to Vancouver in the West and likewise to Halifax in the East. The writer has been deluged with communications from coast to coast from earnest, anxious confreres, which it has been a physical impossibility to even acknowledge receipt of, let alone answer intelligently. It is hoped, however, by this short article to summarize briefly what has been attempted and what has been accomplished during the past few weeks to better the conditions of Postal clerks through sane intelligent agitation, an agitation that has not antagonized anyone except a few "pussy-footers" who are remarkable for having a gelatinous substance where their backbone ought to be, and a few patronage mongers who think they are legislators and who are entitled, but not deserving of the decoration "M.P." after their names. These "scurvy politicians" — to the credit of our fair Dominion be it said, they are not many—who "with their glass eyes appeared to see the things that they did not," conjured up all sorts of impossible objections to the passage of the Civil Service Bill which came nearer to being left over for another Session than is generally known by the rank and file of the Service. That it did not go into the "discard is largely due to the untiring vigilance of the Executive of the Civil Service Federation of Canada who spent many sleepless nights and anxious days piloting it on its way to the statute books. The major share of the credit for the success with which this undertaking has been crowned must be, and will be gladly

given to Mr. Walter Todd and Mr. Frank Grierson, the two chief executive officers of the Federation.

A very considerable number of Postal clerks have concentrated so intently on the agitation for increased remuneration as to overlook for the time being the inevitable benefit that will accrue to them through the reorganization of the Postal Service on a merit basis as provided for in this Act. The removal of the incubus which will allow efficient third class clerks to go to the maximum of the second class is not perhaps appreciated to the fullest extent. The throwing open of the "plums" of the Service to the rank and file, which formerly went to political hangers-on, means much in a large department like the Postal Service. The assurance that in future brains and ability will merit promotion instead of supine grovelling and sycophancy should not be dismissed with a waive of the hand. All these will eventually follow the coming into force of the Act and will mean a regenerated service for which the general public will have as much cause to be thankful as the Civil Servant. When the part played by your Executive in bringing into effect of this reform is told at the coming Convention in the City of Toronto, the writer is quite satisfied that you will not regret the choice you made of an executive at the last Convention.

Your Ottawa representative had many opportunities during the conferences that were held between the Government and the representatives of the Civil Service, previous to the introduction of the Civil Service bill, to say a good word for clerks in the semi-staff offices which he did not hesitate to avail himself of. This was one of the most difficult tasks undertaken by your Executive, and the credit for its

satisfactory settlement is unquestionably due to Brother J. W. Green and Brother Doyle, of Prince Albert. The Semi-staff men owe much (as we all do) to the Secretary-Treasurer who championed their cause both in season and out of season, and who had to encounter opposition that would have discouraged the average man. Brother Green stuck to the fight nevertheless and eventually went "over the top."

The provisional allowance is a disappointment when compared with what has been granted to the United States Postal employees by the Government of that country which provides relief involving an additional expenditure for the fiscal year ending June 30th, 1919, of \$40,433,000. If our Government had been as generous as that of the United States, the three millions would have been spent on the Postal Service alone. However, this has been a session of large expenditures, and attempted retrenchment, and it was not to be expected that the Government would be as liberal as if times were normal. The case was well presented by the different speakers, and the sub-committee of the Cabinet were convinced beyond question of the reasonableness of the request contained in the memorial which was read by President Todd before the speakers who had been chosen addressed the Ministers. The recently organized Dominion Customs Association was represented by a very large delegation, thanks to the energy and untiring activity of their very efficient Secretary, Mr. T. H. Burns, who with Mr. Taylor presented the case of the Customs Officers. Mr. Burns has been a real find and has worked unceasingly night and day to improve the conditions of this Service, and his fellow officials realize that any benefits that will follow the reorganization of this Service must be credited to his indefatigable labors.

The Customs Service worked hand in hand with the Postal Service, an excellent "entente cordiale" having been established at the recent meeting of delegates in Ottawa. Following the presentation of the case to the Government the local representatives under the direction of the Secretary of the Federation, Mr. F. Grier-

son, spent all of their spare time in the corridors of the House of Commons interviewing members of the Government who had not previously been approached. The Hon. N. W. Rowell and the Hon. Geo. Foster were particularly gracious to a small delegation of Ottawa men who were augmented for these two interviews by Mr. F. Somers and Mr. Ferguson of the Toronto Customs Service. These men came all the way from their homes to Ottawa and were of splendid assistance to the local committee. When the item of three millions appeared in the estimates excluding all of those who had received annual increases since January 1st, 1917, from sharing in the vote you may well imagine what consternation was created in the Postal Service. The Customs Service was not hit quite so badly by this provision, as they are less fortunate than the Postal Service, in as much as they do not receive regular annual increases, but this item as it first appeared in the estimates meant practically nothing in so far as we were concerned, as the great majority of Postal employees had received an annual increase since the 1st of January, 1917. The House was within about 72 hours of prorogation, and what was necessary to do had to be done quickly. The writer immediately got into touch with Mr. Grierson, the Secretary of the Federation, and Mr. Burns of the Customs Service, and an appointment was made with the Hon. Mr. MacLean, Minister of Finance, who very kindly agreed to hold the vote up until we had an opportunity of discussing the matter with him and the Hon. Mr. Calder who had prepared the item for the estimates. That evening, supported by Mr. Grierson, your representative had an opportunity of showing the Government how decidedly unfair it would be to the Postal Service if the wording of the vote was not changed. It was pointed out that the total number of permanent employees in the Postal Service for whom relief was sought was 7,560, that the unmarried employees who were excluded amounted to approximately 3024, leaving only 4536 who would receive any benefit from this appropriation. It was also shown that the great majority of the 4536 had received annual increases since the 1st of

January, 1917, which would mean that the largest Department in the Outside Service would only receive a few thousand dollars of the three millions to be voted. It was also explained that a very large number of unmarried employees in the service were supporting families, and in some instances had a heavier burden to carry than some of the married men and it was urged that some provision should be made for them. Both Mr. McLean and Mr. Calder were most sympathetic after hearing the arguments advanced, and acceded to our request to change the date from January 1st, 1917, to April 1st, 1918, and to make provision for unmarried employees with dependents. Mr. Grierson made a plea for messengers of the Inside Service, most of whom are married men with families, and they were also provided for in the appropriation.

It was suggested during the course of this conference that there was a possibility that this year's allowance would wipe out the war bonus of last year, and the Minister of Finance suggested to the writer that the Acting Postmaster General should be seen as to this. The Hon. Mr. Doherty upon being interviewed stated that it was not clear to him just what effect the new allowance would have on last year's bonus, and intimated it was a matter for consideration. Your representative then prepared a memorandum setting forth very clearly the disastrous effect of cancelling the previous allowance, and in a subsequent interview with the Hon. Mr. Doherty, McLean and Calder, this memorandum was discussed at some length. No definite decision has been handed down on this point, but it is reasonably certain that the Government will not be guilty of such an act of injustice. It has been thought wise, however, to clear up any misconception as to the actual working out of this new allowance, and the following letter has been sent to the Acting Postmaster General:

Ottawa, May 30th, 1918.

Hon. C. J. Doherty, D.C.L., LL.D.,
Acting Postmaster General,
Ottawa.

Dear Sir,—

In addressing you in regard to a matter

affecting the postal clerks, I take the earliest opportunity afforded me, since the prorogation of Parliament, to express on behalf of the entire Service our sincere appreciation of the kindness with which we were at all times received by yourself and the other members of the Government.

The matter which I would like to place before you for consideration is the provisional allowance recently voted by Parliament and the manner in which it will affect the postal clerks in your service. It would seem that the provisional allowance granted to your Department at the last session of Parliament, and which was re-voted again in the main estimates at this session has resulted in some confusion, when considered in conjunction with the provisional allowance granted to the Outside Service contained in the "Votes and Proceedings of the House of Commons," on page 557, vote No. 419, dated May 23rd, 1918.

A memorandum has already been submitted to you on behalf of the Postal Clerks' Association of the Dominion of Canada directing your attention to the probable effect of the cancellation of last year's allowance, if such action was ever intended. The officers of this Federation do not believe that the Government proposes to do this, but a good deal of uneasiness has developed in the minds of postal clerks which has resulted in a great number of enquiries being received at Ottawa asking for an explanation.

I am taking the liberty of repeating this memorandum in a slightly amended form so that you may have it before you concurrently with this letter. The new matter in this memorandum is set out in capitals.

We desire to come between you and a voluminous array of letters and telegrams on this subject, and shall be very deeply grateful if you will, with your usual kindness, direct answers to the following questions:

- (1) Does the allowance granted at the recent session of Parliament wipe out the allowance granted last year to the Outside Service of the Post Office Department?
- (2) Does the allowance of this year apply to clerks in semi-staff post offices?
- (3) Does the word "allowance" in the last line of paragraph "a" refer exclusively to the allowance granted this

year, or does it include the allowance of last year?

- (4) Does the word "allowance" in the fifth line of paragraph "b" refer exclusively to the allowance granted this year, or does it include the allowance of last year?

The paragraphs referred to in questions 3 and 4 are the paragraphs of vote 419 on page 557 of "Votes and Proceedings of the House of Commons," dated May 23rd, 1918.

In conclusion, sir, may I take the liberty of suggesting that the most generous interpretation possible be given on the points here raised, and may I hope to receive a reply at your earliest convenience that will allay the anxiety in the minds of this large body of servants of the Crown.

Faithfully yours,

F. GRIERSON,

Secretary Civil Service of Canada.

**MEMORANDUM RE RELIEF BONUS
TO BE GRANTED BY THE GOV-
ERNMENT TO CIVIL SERVANTS.**

(The Case of the Postal Clerks.)

At the last session of Parliament a provisional allowance of \$100 was granted to employees of the Postal Service on all salaries up to and including \$1,600.00. The effect of this was that clerks resident West of the Great Lakes whose salaries were \$1,600.00, and who receive a living allowance of \$180.00, were then being paid \$1,880 per annum. They were, therefore, in receipt of \$80.00 more remuneration than their confreres who were receiving a fixed salary of \$1,800.00, as the living allowance does not apply to those with salaries above \$1,600.00. They were likewise receiving \$100 more remuneration than clerks who were their seniors drawing a salary of \$1,700. To remove this anomaly the \$1,700 and \$1,800 clerks (in the West) were given an allowance of \$100 and \$80 respectively. This resulted in an unintentional discrimination against clerks living East of the Great Lakes whose salaries were \$1,700 and \$1,800, who in many instances were senior in length of service to their confreres in the West. This second anomaly has been removed by an item in the supplementary estimates 1917-18. It will therefore be readily seen what

confusion and muddle will result if the relief bonus of this year is to take the place of (and wipe out) last year's war bonus. It would mean that this class of men who are performing executive duties for which the Government is paying nearly double the salary in other Departments would suffer a considerable reduction in salary this year.

It should also be pointed out that the request of this Service in a memorial addressed to the Prime Minister was for a provisional allowance of \$200.00 for clerks residing East of the Lakes and \$100 for those resident West of the Lakes. *In addition to the provisional allowance of last year.* This figure was arrived at after carefully considering the whole situation, and with an intelligent realization of the enormous financial burden placed upon the shoulders of our country as a result of the war. It was felt that the Government would appreciate our sense of fairness and our spirit of patriotism in fixing the amount petitioned for at the absolute minimum that would be required to meet our obligations and maintain our self-respect.

Another serious result of the possible withdrawal of the provisional vote of last year appears when the case of postal clerks who have no dependents is considered. As this class does not benefit by the bonus of this year, they will actually suffer a decrease in salary of \$100, instead of the expected increase of \$200, which the Association has suggested as the minimum sum necessary to enable the members of the Postal Service to live above the poverty line and maintain the efficiency of mind and body necessary for their work.

It is therefore respectfully submitted that if the proposed vote is to replace the war bonus of last year (instead of being an addition thereto) the condition which the Cabinet is making an honest effort to improve will be worse this year than last, as the cost of living is still soaring.

Respectfully submitted on behalf of the Postal Clerks' Association of the Dominion of Canada.

(Sgd.) WM. J. CANTWELL.

It will be seen from the foregoing that much has been accomplished to relieve a situation, due to the ever increasing cost of living, that had become well nigh unbearable,

and the rank and file of our membership must now realize that this organization has more than justified its existence. We must not, however, forget for one moment how much of our success is due to the new President (the former Secretary) of the Civil Service Federation of Canada, Mr. Frank Grierson. His enthusiasm for Civil Service reform never flags. He always knows what to do and the best way it should be done. His aggressiveness is contagious. Disappointments and setbacks never discourage him. The support and assistance he has given to your representative at Ottawa in carrying out the instructions of your Executive must be acknowledged in the near future in some tangible way. No better way suggests itself to the writer than a memorial of, say, a thousand subscriptions to *The Civilian*. Why more of our members do not subscribe to the only publication in Canada that is attempting with no small measure of success to banish patronage and establish the merit system is difficult to understand. It indicates to say the least that we are not consistent, as the chief function of the Postal Clerks' Association is to get rid of this octopus that has spread its tentacles over the whole Public Service of Canada and sapped its very life's blood. Let us therefore examine our consciences and render unto Caesar the things that are Caesar's.

Respectfully submitted,
WM. J. CANTWELL.

THE TORONTO CONVENTION.

For the first time since the East and West have joined hands and formed a nation-wide organization extending from coast to coast, the convention of the Postal Clerks' Association of the Dominion is to be held East of the Great Lakes. The good people of Winnipeg had the pleasure of entertaining the postal clerks last year and they set a mark that other cities will find it difficult to come up to. Judging by the programme arranged by the Toronto Branch, which has just come to hand, the Western delegates who voted the convention to Toronto last year will have no cause to regret their choice of the "Queen City."

On Wednesday, July 10th, there will be

a trip across the beautiful Lake Ontario to Niagara-on-the-Lake, thence up Niagara River, seven miles, to Lewiston, N.Y. From Lewiston the delegates will be taken through the famous Gorge Route to the equally famous Niagara Falls, N.Y.; the boundary line will then be crossed to give the delegates an opportunity of viewing the Falls from the Canadian side, and dinner will be served at the Canadian Falls. After dinner there is to be a car ride to Chippewa, which is also a very picturesque trip. From Chippewa the delegates will be taken to Queenston Heights, thence to the dock, where the steamer "Chippewa" will be boarded, and supper served while journeying back to Toronto.

For the delegates—and there are no doubt quite a number—who have never been farther East than Port Arthur, there is a treat in store that will live long in their memories. The magnificent, bewildering scenery, along the route here outlined, attracts thousands of visitors annually, who are never satisfied until they return again and again, to feast their eyes upon scenes of beauty that can be witnessed nowhere else in the universe.

On the evening of July 12th a banquet will be tendered the visiting delegates at the Prince George Hotel, which will be the convention headquarters.

The local committee particularly request that all the delegates shall make it a point to register at the "Prince George," where special low rates will be given the visitors. These rates are as follows:

\$1.50 and \$2.00 per day for rooms without bath.

\$2.00 and \$2.50 per day for rooms with bath.

This will be the most eventful convention in the history of the Association, and branches should make a special effort to be represented by their full quota of delegates.

Don't forget that the Postal Service is shortly to be reorganized, as provided for in the new Civil Service Act, and that a great deal depends upon the representations that this convention will make to the Civil Service Commissioners on the subject.

THE HALIFAX RELIEF FUND.

The following is a list of offices that have subscribed, to date, to the relief fund opened some months ago by the Secretary-Treasurer, to assist the families of postal clerks who suffered loss as a result of the recent disaster in the city of Halifax:

Brandon, Man.	\$ 15.00
Brantford, Ont.	25.00
Brockville, Ont.	4.00
Hamilton, Ont.	29.50
Montreal, Que.	320.00
Ottawa, Ont.	40.00
Port Arthur, Ont.	14.00
Quebec, Que.	25.00
Regina, Sask.	66.45
Saskatoon, Sask.	37.00
St. Thomas, Ont.	11.50
Sydney, N.S.	21.00
Victoria, B.C.	48.83
Winnipeg, Man.	161.00
	<hr/>
	\$818.28

It will be seen that the total amount subscribed to date is \$818.28. The amount is not large, but the spirit which prompted the giving of this amount, out of salaries that are altogether inadequate, is something to be proud of.

There are no doubt a few offices that, for one reason or another, have failed to send their contributions to the Secretary-Treasurer. Let us make the amount an even thousand?

Are you a subscriber to The Civilian?

Have you paid your Branch dues?

How many meetings of your Branch have you attended during the year?

Notes From Kingston.

George W. Comer, for many years customs postal officer, has, at his own request, been placed on the retired list. He has over 27 years' service to his credit. T. Flaherty, a returned soldier, is helping the carriers during the annual leave season. Vacation time is at hand. Miss Allen says she prefers a chummy roadster, but Miss Easson thinks more of a birchbark canoe. The Order in Council re retirements and possibly adding to the retirement allowance is welcomed. What is 4 per cent nowadays? Better turn the retirement fund into war bonds at 5½ per. The new Civil Service Act is on trial. It will be interesting to see how it works out.

FROM FORESTRY MEN AT THE FRONT.

Quartermaster Sergeant S. R. Clark, Canadian Forestry Corps, France, formerly Forest Supervisor of the Brazeau Forest Reserve of the Forestry Branch, Department of the Interior, and brother of Mr. Geo. H. Clark, Dominion Seed Commissioner, Ottawa, writing to the head office, Ottawa, says:

"I find the French methods of forestry very interesting. This forest has been under Government supervision for many years and the subdivision into compartments based on soil and the resultant type is definite proof of successful management. The organization, of course, is strictly military, and prior to this war it was sufficiently trained to go to the front as a unit. Only veterans are in charge now. This forest, which was cut over by the Huns about last February, consisted of oak, 60 per cent;

beech, 30 per cent; birch, 5 per cent, and the remainder blue beech and ash. Lieut. Tilt (formerly working for the Forestry Branch in Alberta) made an examination of the area during early summer, but owing to the large amount of felled trees which the Huns cut and were unable to utilize before their retreat he found a reliable estimate difficult to make.

"Another interesting part of our location here is the daily serenade we receive from Fritz. To date they have caused very little inconvenience other than necessitating a transfer of the crews while the shells are coming over. Of course this relieves monotony, and as we have completed the cleaning up of this forest it is probable that we will not be located so close to the line when we move again as it is not customary for non-combatant units to be placed so close to the firing line."

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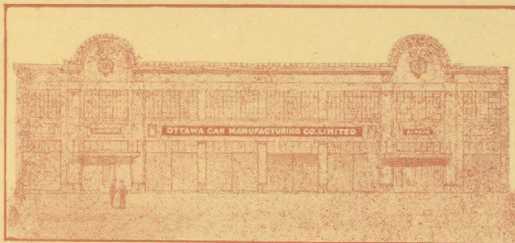
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